

United States Courts  
Southern District of Texas  
FILED

January 10, 2025

Nathan Ochsner, Clerk of Court

**United States Court of Appeals  
for the Fifth Circuit**

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No. 23-20604

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United States Court of Appeals  
Fifth Circuit

**FILED**

December 19, 2024

Lyle W. Cayce  
Clerk

A. B.; R. J.; J. F.; P. P.; A. E.; JANE DOE,

*Plaintiffs—Appellees,*

*versus*

SALESFORCE, INCORPORATED,

*Defendant—Appellant.*

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Appeal from the United States District Court  
for the Southern District of Texas  
USDC No. 4:20-CV-1254  
USDC No. 4:20-CV-1256  
USDC No. 4:20-CV-1516  
USDC No. 4:21-CV-2856

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Before JUDGE WILLETT, JUDGE DOUGLAS, *Circuit Judges*, and JUDGE  
MORALES, *District Judge*.\*

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\* United States District Judge for the Southern District of Texas, sitting by  
designation.

No. 23-20604

## J U D G M E N T

This cause was considered on the record on appeal and was argued by counsel.

IT IS ORDERED and ADJUDGED that the judgment of the District Court is AFFIRMED.

IT IS FURTHER ORDERED that Appellant pay to Appellees the costs on appeal to be taxed by the Clerk of this Court.

The judgment or mandate of this court shall issue 7 days after the time to file a petition for rehearing expires, or 7 days after entry of an order denying a timely petition for panel rehearing, petition for rehearing en banc, or motion for stay of mandate, whichever is later. See Fed. R. App. P. 41(b). The court may shorten or extend the time by order. See 5th Cir. R. 41 I.O.P.



Certified as a true copy and issued  
as the mandate on Jan 10, 2025

Attest: *Lyfe W. Cayce*  
Clerk, U.S. Court of Appeals, Fifth Circuit

***United States Court of Appeals***

FIFTH CIRCUIT  
OFFICE OF THE CLERK

LYLE W. CAYCE  
CLERK

TEL. 504-310-7700  
600 S. MAESTRI PLACE,  
Suite 115  
NEW ORLEANS, LA 70130

January 10, 2025

Mr. Nathan Ochsner  
Southern District of Texas, Houston  
United States District Court  
515 Rusk Street  
Room 5300  
Houston, TX 77002

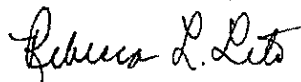
No. 23-20604      A. B. v. Salesforce  
USDC No. 4:20-CV-1254  
USDC No. 4:20-CV-1256  
USDC No. 4:20-CV-1516  
USDC No. 4:21-CV-2856

Dear Mr. Ochsner,

Enclosed is a copy of the judgment issued as the mandate and a copy of the court's opinion.

Sincerely,

LYLE W. CAYCE, Clerk



By: \_\_\_\_\_  
Rebecca L. Leto, Deputy Clerk  
504-310-7703

cc: Mr. Stephen J. Hammer  
Mr. Warren W. Harris  
Ms. Allyson Newton Ho  
Mr. Bradley G. Hubbard  
Ms. Kristin Andrea Linsley  
Mr. Walter Allums Simons